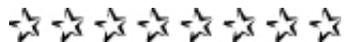


## ICCW

### *Mission Statement*

*Create positive change for all state employees by promoting the full participation of women in State government.*



## ICCW Awards

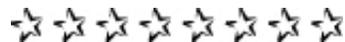
### *Excellence in Leadership Awards*

Established in 1999 as the “Breaking the Glass Ceiling Awards,” the ELA continues to honor three individuals from across Montana for exemplary leadership and achievements, or for outstanding efforts to help women excel in the workplace.

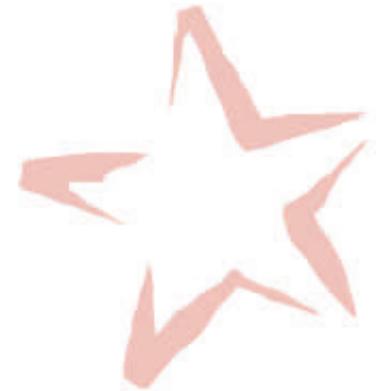
Each year, awards are presented in three categories:

- ★ A Person in State Government.
- ★ A Person in the Public Sector
- ★ A Person in the Private Sector

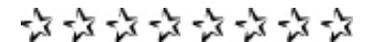
Please join us for the Tenth Annual  
ELA Ceremony  
May 21, 2008  
The Capitol, Room 317



**INTERAGENCY  
COMMITTEE  
FOR CHANGE  
BY WOMEN**



Monica Abbott, Chairwoman  
Phone: (406)444-2587  
[www.mdt.mt.gov/iccw/](http://www.mdt.mt.gov/iccw/)



## ICCW

### *General Information*

- ☆ Created in 1976 as the Interdepartmental Coordinating Committee for Women by Governor Tom Judge, the Executive Order states that each agency director shall appoint a voting and alternate member to serve for a one or two year term. In 2005, Governor Brian Schweitzer signed the most recent Order, which changed the name to be more descriptive.
- ☆ ICCW promotes change through activities such as offering training opportunities; reporting pay scale inequality; monitoring legislation; and, promoting state employees through public relations.
- ☆ Members work first to understand, and then educate, others on issues currently facing state employees.
- ☆ Members are granted time each month to attend meetings and work on activities.
- ☆ ICCW is nonprofit and self funded, and does not receive State monies.

## ICCW

### *2007-2008 Subcommittees*

- ☆ **Events** subcommittee is working on a candidates forum to be held on May 6, 2008 at the Staggering Ox. Members may also be involved in other events as they arise, such as, "Take Your Daughters and Sons to Work".
- ☆ **ELA** subcommittee is busy organizing the 10th Annual ELA Ceremony to be held on May 21, 2008 at the Capitol, Room 317 with Lt. Governor Bohlinger as the presenter.
- ☆ **ICCW Across Montana** is updating ICCW's web site to bring more information and training opportunities to all state employees across the state. They are also revitalizing the 30th Anniversary of the 1977 Women's Survey to be offered online to all women of Montana.
- ☆ **Work Life Balance** is working on introducing exercise classes of several varieties and massage therapy to be held on the Capitol campus. They are also hard at work promoting the Race for the Cure, promoting the Health Fair, awareness of flex hours and telecommuting.

## ICCW

### *Past & Present Projects*

- ☆ Partnering with state and national organizations to address family policies and the wage gap.
- ☆ Coordinated and staffed voter registration booths.
- ☆ Researched and compiled a report showing pay discrepancies in state government (available on the ICCW website). Updated Periodically.
- ☆ Sponsored televised gubernatorial candidate forums, and "Meet & Greets" for statewide candidates, and for legislators and agency directors.
- ☆ Conducts Brown Bag Lunches on topics designed to help state employees advance professionally.
- ☆ Conducts surveys to evaluate needs of state employees (day care, flex schedules, benefits, etc.)
- ☆ Worked to establish a state-subsided daycare.
- ☆ Produces an informative newsletter, *Free Speech*.